

## Group Health and Safety Policy

Persimmon Plc is one of the UK's leading volume house builders with its head office based in York. Through our three Division structure (North, Central and South) and our Operating Business offices situated nationwide, we are committed to ensuring the health, safety and welfare of our employees and sub-contractors, so far as is reasonably practicable. In conjunction with this, we fully accept our responsibility for the safety of other persons who may be affected by our business activities.

In order to ensure the Group meets the statutory duties of the Health and Safety at Work Act 1974, all levels within our management structure have a responsibility for ensuring the implementation of the objectives laid out in the documentation that supports this policy including the safety manuals, procedures and instructions. Full details of the roles and responsibilities for the implementation of health and safety are detailed within the Organisation and Arrangements section.

Our work activities will be assessed in accordance with the requirements of the Management of Health and Safety Regulations 1999, and the necessary controls will be implemented to prevent and reduce the risk of serious injury occurring. The management, planning and design of our projects will comply with CDM Regulations 2007 and all reasonable steps shall be taken to ensure that all Duty Holders employed in our operations are competent to manage and complete their work activities safely.

To ensure continual improvement in health and safety management and performance the following shall be undertaken:

- 1) The Group Policy Statement and associated documents will be reviewed regularly.
- 2) The Persimmon Health & Safety Department will, on behalf of the Group, undertake regular inspections of all Operating Businesses work activities to identify best practice/ non-conformity and actions, together with recommendations, will reported to relevant management.
- 3) The Management Systems implemented by our Divisions and Operating Businesses will be regularly audited and reports will be produced for review and action by relevant Main Board, Divisional and Operating Business Management teams
- 4) Regular inspection and monitoring of all our operations will also be carried out by the Operating Business management teams to ensure day to day conformity with policy, procedure and manual standards.

The successful implementation of this policy can only be achieved with the full commitment and involvement of personnel from all levels within the group. To ensure a pro-active approach, all Persimmon employees will be given such information, instruction and training relating to their role and responsibilities to enable them to manage and/or undertake their work activities safely. All employees, including sub-contractors and the self-employed shall be given the opportunity to raise issues relating to health and safety in line with our Worker Consultation arrangements.

This Policy Statement will be brought to the attention of all employees and shall be available for inspection on all sites and office premises controlled by Persimmon Plc.

**Mike Farley**  
**Group Chief Executive**  
**February 2011**